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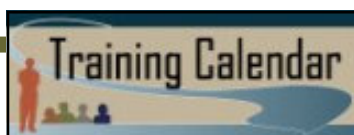


Have you ever heard the phrase “Life is a journey and not a destination”? Well, it holds true for me as my journey once again leads me to the Personnel Cabinet. A place I have journeyed before but like all things, changes have happened since I last worked here in July 2005. I will say the changes have been positive, increased staffing in what was once known as the State EEO Coordinator office and it is now called the Office of Diversity and Equality. New leadership under Sec. Jackson, Commissioner Meredith and Executive Director Arthur Lucas has brought a high level of energy into the Cabinet and the work of the Office. Fresh faces of Colene Elridge, Clinton Morris and Joyce Schrenger who all bring a level of enthusiasm and technical savvy unseen before have made my first few weeks back here very enjoyable and as I told everyone at our first Friday staff meeting, “I can’t wait for Monday to get here!”

There is much work ahead for the Office as the Commonwealth continues to have its share of employment challenges such as educating staff statewide on the topics of anti-harassment, sexual harassment and the value of diversity. We still have work to do to make sure we are indeed the employer of choice and we have a workforce free from all types of discrimination. This work cannot be accomplished by the ODE by itself, it is going to take commitment from everyone of you to focus on the needs in your immediate Cabinet, Departments and Offices and to inform us how we can best utilize our resources to meet these common goals. Our collective efforts can and will make a difference for each and every state employee as we raise the level of understanding how important positive relations are at work. Sound challenging? You had better believe it is but who better to get us there than all of us working together.

It is good to be back and I look forward to renewing friendships and creating new alliances with each and every one of you.

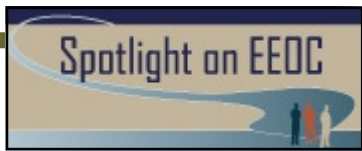
Yours,  
Singer Buchanan



To register contact: Arthur Lucas at [ArthurB.Lucas@ky.gov](mailto:ArthurB.Lucas@ky.gov)

Date	Audience	Title	(GSC) Room	Time
11/18/09	State Employee	Sexual Harassment	539	9am— 12 pm

For Directions to the Governmental Services Center: <http://personnel.ky.gov/gsc/>



**PRIVATE PRISON PAYS \$1.3 MILLION TO SETTLE SEXUAL HARASSMENT,  
RETALIATION CLAIMS FOR CLASS OF WOMEN**

EEOC Says Male Managers Demanded Sexual Favors From Female Subordinates

<http://www.eeoc.gov/press/10-13-09.html>

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**SUNBELT RENTALS TO PAY DAMAGES TO MUSLIM WORKER HARASSED  
DUE TO ISLAMIC RELIGION**

National Commercial Rental Company Settles EEOC Suit on Verge of Trial

<http://www.eeoc.gov/press/10-16-09.html>

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**SEARS, ROEBUCK TO PAY \$6.2 MILLION FOR DISABILITY BIAS**

Federal Court Approves Largest Monetary Amount Ever in Single EEOC  
ADA Suit; Employees Allegedly Terminated Based on Inflexible Workers'

Compensation Leave Exhaustion Policy

<http://www.eeoc.gov/press/9-29-09.html>

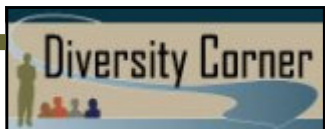
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**EEOC FILES CLASS NATIONAL ORIGIN HARASSMENT SUIT AGAINST  
HILTON HOTEL IN CHICAGO SUBURB**

Lisle/Naperville Hilton Subjected Hispanics to Ethnic Slurs, Federal Agency Charges

<http://www.eeoc.gov/press/9-28-09b.html>





## **Disabilities Awareness**

The ODE staff would like to express our gratitude to Norb Ryan, State ADA Coordinator, for his remarks at the EEO Quarterly Forum on October 29, 2009. Norb shared some valuable information regarding the American with Disabilities Amendment Act and Disabilities Awareness etiquette.

### **Below are some highlights from his presentation:**

#### Disability Statistics:

- 54 million people with disabilities in the US  
(874,00 people with disabilities in Kentucky)
- 26 million of these people have severe disabilities
- 4.6 million are under the age of 18

#### Sensitive Use of Language:

- Do not refer to the disability unless it is relevant
- Do not sensationalize a disability by saying “victim of,” “afflicted with,” etc.
- Avoid emotional descriptions: “Uses a wheelchair,” NOT “Confined to a wheelchair.”
- Do not use the word “crippled” - very offensive

#### Wheelchair Etiquette:

- Do not assume that using a wheelchair is a tragedy. It is a means of independence.
- Do not hang or lean on the wheelchair, it is an extension of the user’s personal space.
- Try to communicate with the individual at his/her eye level.

#### Visual Impairment:

- Introduce yourself, announce when you enter or leave.
- Guiding a person who is visually impaired is best accomplished by offering your arm or shoulder.
- Do not pat or play with the guide dog when it is working, always ask the owner first.

#### Tips for the Workplace:

- Do not speak louder to a person who has a disability.
- Always ask if a person with a disability needs assistance before you help.

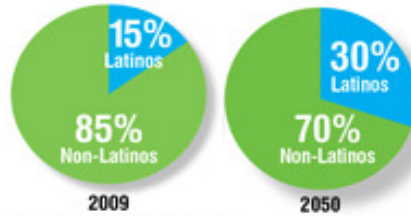
# Quick Facts

## On Latino Workforce Changes in the US

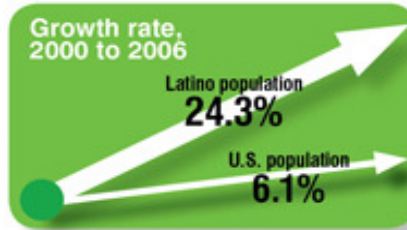
*From DiversityInc.com*

### Demographics

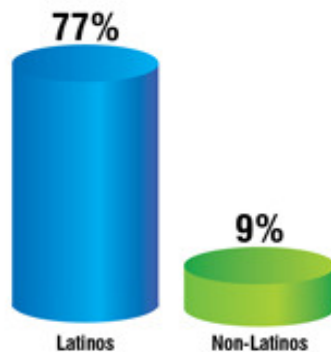
#### Percentage of population



Source: U.S. Census Bureau



#### Growth in labor force, 2000 to 2020



Source: Pew Hispanic Center

There are 107 Latino men per every 100 Latinas.

For the overall U.S. population, there are 97 men per every 100 women.

Source: U.S. Census Bureau



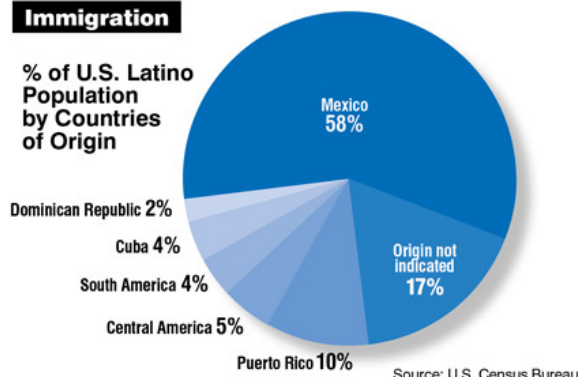
#### Median Age



Source: U.S. Census Bureau

### Immigration

#### % of U.S. Latino Population by Countries of Origin



Source: U.S. Census Bureau

### Education



Between 2005 and 2016, college enrollment for Latinos in the U.S. is expected to increase by 45%, compared with 17% for the general population.

Source: U.S. Census Bureau



Only Mexico has a larger Latino population than the United States (108.7 million vs. 45.5 million).

Source: U.S. Census Bureau

48% of the Latinos in the United States live in California or Texas. New Mexico is 44% Latino, the highest percentage of any state.

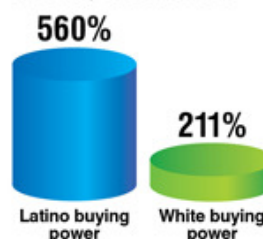
#### 16 states have at least a half-million Latinos:

Arizona	Georgia	New Jersey	Pennsylvania
California	Illinois	New Mexico	Texas
Colorado	Massachusetts	New York	Virginia
Florida	Nevada	North Carolina	Washington

Source: U.S. Census Bureau

### Purchasing Power

#### Growth, 1990 to 2013



Source: Selig Center for Economic Growth

## **2010 ODE Strategic Plan**

*(Four Part Series)*

*As our partners in creating a workforce that values diversity and equal opportunity, the ODE staff feels it is important and necessary to share with you our strategic vision. Over the course of the next four months we will be including in this newsletter ODE's answers to the Personnel Cabinet's Four Big Questions. Please feel free to share with us your ideas on how we can move forward and actualize these goals!*

### **Question 1: How will we make Kentucky State Government the best place to work?**

We will foster a work environment throughout state government, where employee rights and protections are known and valued.

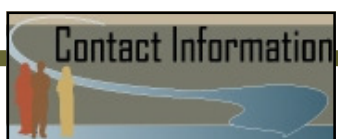
1. Track Cabinet/Agency EEO complaint data to identify problem areas and growth opportunities.
2. Coach targeted EEO Coordinators and principle players on creating a work environment that values employee rights.
3. Review cabinet or agency dissemination of employee rights information (orientation processes, policy statements, information accessibility).
4. Counsel cabinet or agencies on identified policy needs.
5. Design and distribute employee rights and protections literature.
6. Review employment actions to establish agency trends.





“We all live with the objective of being happy; our lives are all different and yet the same.”

-Anne Frank



## **Office of Diversity and Equality**

501 High Street, 3rd Floor

Frankfort, KY 40601

Arthur Lucas, Executive Director

Singer Buchanan, State EEO Coordinator

Colene Elridge, HR Specialist III

Clinton Morris, Executive Assistant

502-564-8000

<https://personnel.ky.gov/diversity>